

Accessing & Using Labor Market Information with Students

Connecting the Dots

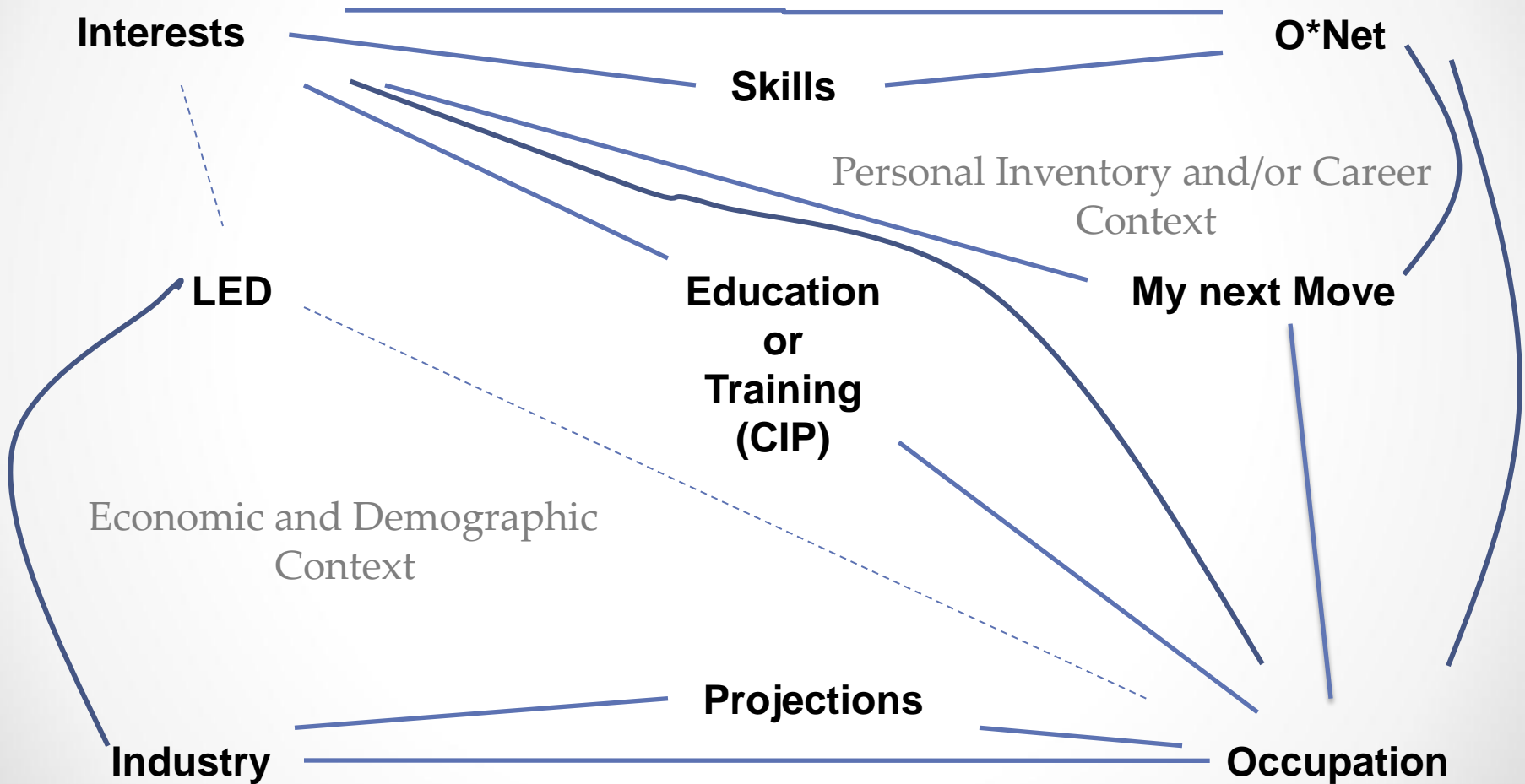
LMI roadmap for Counselors

Roadmap for Career Counselors



Two people start at the same time from the same point, traveling a course that takes 50 years to complete. One will prepare 2 years delaying their travel (cost) by 18,616 miles; when prepared, this person will travel an average of 777 per week. The second person prepares for 9 years costing them 207,543 miles, afterwards this person will travel an average of 1,623 per week. What is the expected distance these two will travel?

The lines and the dots



Career Choices (Theory)

- Social Cognitive Career Theory (SCCT)
 - Robert W. Lent, Steven D. Brown, and Gail Hackett in 1994, SCCT is based on Albert Bandura's general social cognitive theory, an influential theory of cognitive and motivational processes that has been extended to the study of many areas of psychosocial functioning, such as academic performance, health behavior, and organizational development. Lent, R., Brown, S., & Hackett, G. (2006). Social cognitive career theory. In J. Greenhaus, & G. Callanan (Eds.), Encyclopedia of career development. (pp. 751-755). Thousand Oaks, CA: SAGE Publications, Inc. doi: <http://dx.doi.org/10.4135/9781412952675.n261>
- Trait Theory
 - Traits are relatively stable and enduring patterns of thinking, feeling and behaving. Traits are measurable in aptitude, achievement, personality and interests. Read more : http://www.ehow.com/info_8083595_characteristics-trait-factor-theory.html
- Social Exchange Theory
 - Relationships are viewed in terms of the pursuit of rewards and the avoidance of punishment and other forms of cost. Individuals engage in interactions to meet their needs. <http://edu.learnsoc.org/Chapters/3%20theories%20of%20sociology/14%20social%20exchange%20theory.htm>

The Tools (Partial List)

- CIDS
- My Next Move
- O*Net
- Local Employment Dynamics (LED)
- Skill Explorer
- WORKnet
 - Location of Businesses
 - Economic Conditions
 - Affirmative Action

CIDS

- Career Information Delivery Systems
 - Each state has an official site
 - <http://www.careerinfonet.org/crl/library.aspx?LVL2=45&LVL3=n&LVL1=23&CATID=400&PostVal=3>
 - [Wisconsin](#)

CareerLocker
— Formerly WISCareers —

My Next Move

- <http://www.mynextmove.org/>
- Uses three ways to approach to careers
 - Keywords
 - Industrial Clusters (Pathways)
 - Traits

O*Net

- [Online.onetcenter.org](https://online.onetcenter.org)
 - (Wholesale/Retail)
- O*Net Includes:
 - Holland Scores
 - Work Settings
 - Work Attributes
 - KSA's
 - Related Occupations
 - Training Requirements
 - Current Wages
 - Projections

Local Employment Dynamics (LED)

qwiexplorer.ces.census.gov

- Economic Characteristics
 - Industry
 - Wage
 - Hires and Separations
 - Turnover Rates
- Demographic data by Industry
 - Age
 - Education
 - Race
 - Commute Shed

Skill Explorer

- <http://skillexplorer.wisconsin.gov/Search.aspx>
- Identifies related occupations
- Identifies the top 20 skills
- Lists current openings
- Compares skills between two occupations
- Identifies typical entry-level education and experience
- Typical wages and the concentration of job openings by county in Wisconsin

WORKnet

<http://worknet.wisconsin.gov>

- Contact information for specific employers
- Wage data
- Projections
- Industry – Occupation Matrix
- Current Economic Conditions
- Affirmative Action information

An answer to the question

- If someone is 18 and they retire when they are 68, you have 50 years.
- If you replace miles with dollars, you will find **on average** a person with an Associate's Degree will earn approximately \$1.3 Million less than a PhD.
 - **Assumptions**
 - Both individuals find work immediately
 - Both work full-time
 - Both get paid the average wage
- ***Individual experiences will vary (see assumptions).***

Thank You

Questions or comments

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